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ABSTRACT

Surveys were made of the salaries, benefits, and working conditions of child care professionals in Lake, Marin, Mendocino, Napa, and Sonoma Counties. The centers sampled operated under a variety of auspices. Centers included nonprofit (without subsidized child care spaces), proprietary, public, and subsidized organizations. The survey instrument sought information on staff positions, demographics, compensation, benefits, and staff turnover. Findings of each study are discussed and recommendations for action are offered. (RH)

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A STUDY OF CHILD CARE PROFESSIONALS' SALARIES, BENEFITS, AND WORKING CONDITIONS:

LAKE, MARIN, MENDOCINO, NAPA, AND SONOMA COUNTIES.

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A STUDY OF CHILD CARE PROFESSIONALS' SALARIES, BENEFITS, AND WORKING CONDITIONS IN LAKE COUNTY

INTRODUCTION

Child care. It's a fact of daily living for countless American families. Yet while demand for services is at an all time high, increasing numbers of qualified child care workers are leaving the profession to seek other employment. Toward a better understanding of this phenomenon, an examination of the salaries, benefits, and working conditions of child care professionals in Lake County was conducted. The results of that study follow.

METHODOLOGY

Utilizing an instrument developed by the Child Care Employee Project of Berkeley, California, staff of Rural Communities Child Care contacted a random sampling of child care centers throughout the county during the Spring of 1989. The centers sampled operated under a variety of auspices including non-profit (without subsidized child care spaces), proprietary, public, and subsidized organizations. The survey instrument sought information on staff positions, demographics, compensation and benefits, and turnover. All data collected was forwarded to the Community Child Care Council of Sonoma County (4Cs) for analysis and presentation. A breakdown by the type of center contacted and the number of staff by position is shown in Table 1.

THE FINDINGS

Who works in child care centers?

Child care programs were staffed totally by women. The age range of caregivers was more representative with 6% under 20 years, 6% between 20 and 24, 12% between 25 and 29, 50% between 30 and 39, 21%

TABLE 1
CENTERS SURVEYED BY CATEGORY, NUMBER, AND STAFF

Type of Center	Centers Surveyed	Assistant Teachers	Teachers	Teacher/ Directors	Directors
NP/NS*	1	3	3	1	1
Subsidized	4	6	6	4	1
Proprietary	6	3	11	7	4
Public	-	-	-	-	-
TOTAL	11	12	20	12	6

*Non-profit/Non-subsidized

between 40 and 49, and 6% over 50.

What do child care workers earn?

The hourly wages paid to child care workers are shown in Table 2. Specifically, the Table indicates the ranges of salaries accorded to entry level employees by position, as well as the lowest average starting wages. Table 2 also indicates the lowest average wages current staff earn and the highest average wages paid to staff, again by position.

The information depicted below was collected during the Spring of 1989. These are not recommended wages by merely a depiction of wages currently paid. "It is hoped that programs paying less than the highest average will strive to pay at least that rate. For those paying this rate or more...commendation is given.... Continued efforts are sorely needed to improve the pay, benefits and working conditions of all child care workers." (Davis, 1989)

What types of benefits are provided to child care workers?

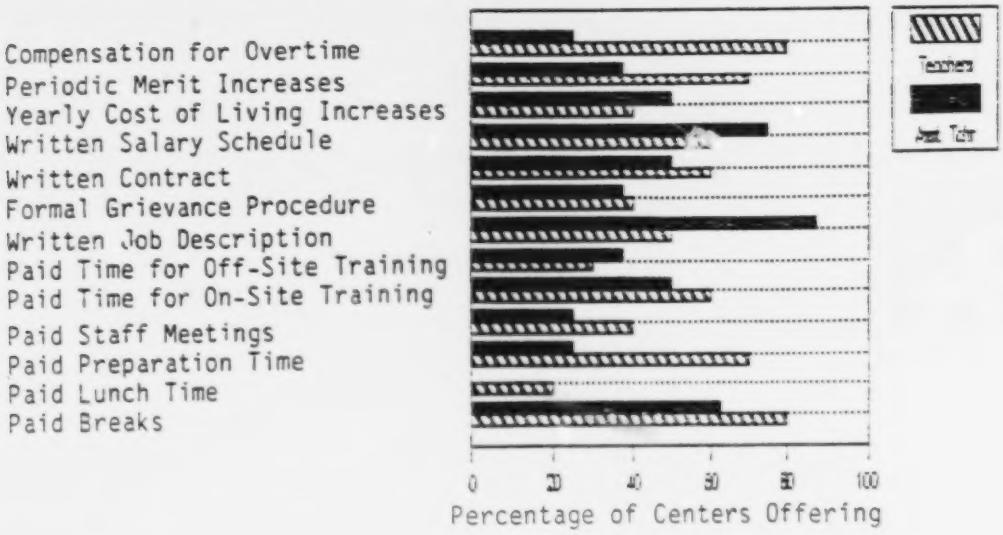
The survey sought information on a variety of benefits ranging from sick and vacation leaves to retirement and life

TABLE 2
COMPARISON OF CURRENTLY PAID WAGES AND STARTING WAGES

POSITION	PROGRAM TYPE	RANGE	AVE. LOW START	AVERAGE LOW	AVERAGE HIGH
Assistant Teachers	NP/NS*	4.25	4.25	4.25	4.25
	Subsidized	5.98- 6.42	6.03	5.81	7.58
	Proprietary	4.25- 5.57	4.35	4.63	5.00
	Public	-	-	-	-
	Overall Average	4.25- 6.42	4.90	5.15	6.16
Teachers	NP/NS*	5.00	5.00	5.25	6.30
	Subsidized	4.25- 6.00	4.79	5.49	6.75
	Proprietary	4.25- 8.00	4.80	5.00	5.73
	Public	-	-	-	-
	Overall Average	4.25- 8.00	4.82	5.15	6.39
Teacher/ Directors	NP/NS*	13.50	13.50	-	13.50
	Subsidized	6.00- 9.50	7.33	7.95	10.20
	Proprietary	5.00-12.00	7.00	-	12.00
	Public	-	-	-	-
	Overall Average	5.00-12.00	7.98	7.95	9.73
Directors	NP/NS*	-	-	-	-
	Subsidized	-	-	11.19	11.19
	Proprietary	5.00- 8.00	6.50	7.00	7.00
	Public	-	-	-	-
	Overall Average	5.00- 8.00	6.50	8.40	8.40

FIGURE 2

WORKING CONDITIONS FOR CHILD CARE PROFESSIONALS



meetings (70%, 25%), and in-service (60%, 50%).

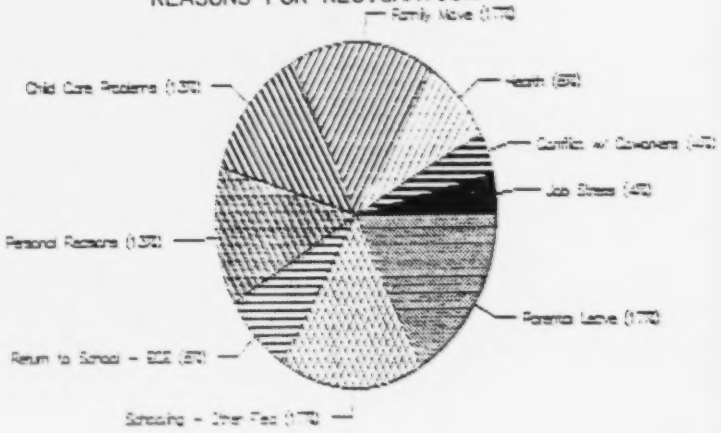
Most centers provided teachers (100%) and assistant teachers (88%) with written job descriptions and written salary schedules (60%, 75%). Less consistent was the provision of written contracts (48%, 47%), cost of living and merit increases (40% & 50%, 70% & 38%), as well as overtime compensation (80%, 25%).

<u>How frequently do staff leave positions and why?</u>

In the centers sampled, the turnover rate for teachers was 70% and for assistant teachers 67%. Figure 3 shows the reasons for staff turnover. Among those staff who voluntarily left a position, the reasons most frequently given included family move" (16%), "problems with child care" (12%), "parental leave" (16%), "returning to school in another field" (16%), and "other personal reasons" (12%).

FIGURE 3

REASONS FOR RESIGNATION



SUMMARY

The information presented above graphically depicts the status of child care professionals with regard to salaries, benefits, working conditions, and turnover. Of particular concern are four areas which must be addressed if the field of child care is to attract and retain qualified professionals and meet the increasing demand for services.

insurance. Figure 1 shows the specific benefits and percentages of centers which offer the same to teachers and assistant teachers. The Figure does not indicate the amount of benefit provided (ie., the number of vacation days), but rather the existence of a particular benefit.

In approximately 30% of centers surveyed health coverage was available to teachers, 43% provided coverage for assistant teachers. The contribution by the center toward the cost of such coverage range from none to full payment for the employee and her/his dependents. Only 30% of centers provided dental coverage to teachers, while 43% provided the same to assistant teachers.

Forty-eight percent of centers provided sick leave to their teachers (50% for assistant teachers) while 44% provided some type of vacation (50% for assistants). The number of days set aside for vacation leave ranged from 0 to 18 days for teachers and assistant teachers.

Interestingly, 88% of centers provided reduced child care fees for teachers and 50% for assistant teachers.

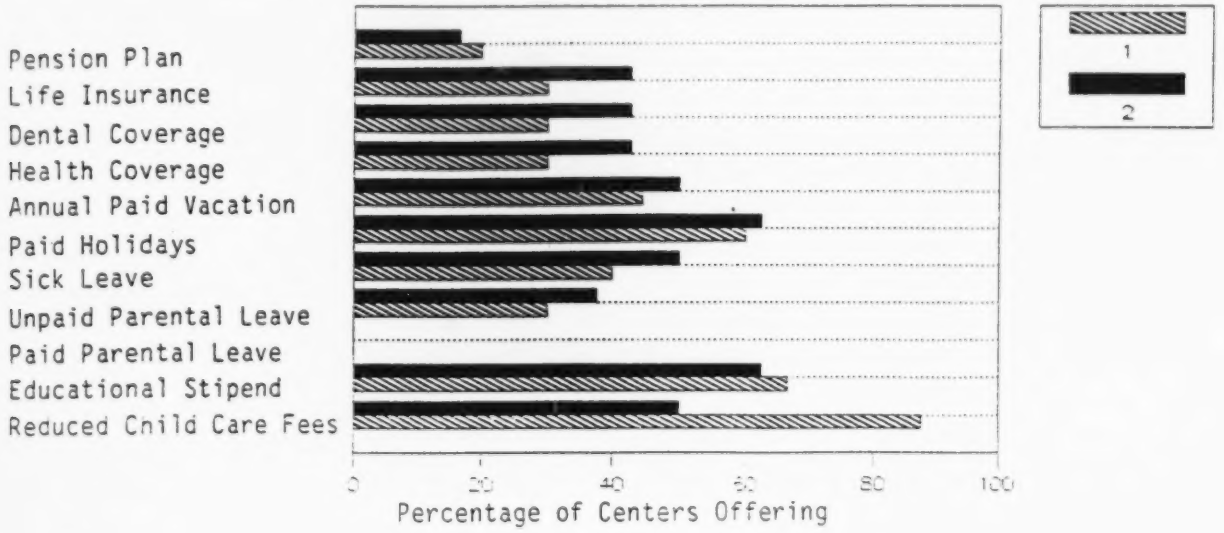
<u>What are the working conditions for child care workers?</u>

For the purposes of this study, "working conditions" were defined as factors which facilitated job performance. Among the factors examined were breaks, lunches, job descriptions, and contracts. Figure 2 shows the percentages of centers which offered such working conditions to staff.

The majority of centers (80% for teachers, 63% for assistant teachers) provided paid breaks to staff which is not surprising given State requirements for the same. Few centers (20% for teachers, 0% for assistant teachers), on the other hand, offered paid lunches for staff. Other compensated time included preparation (70%, 25%), staff

FIGURE 1

BENEFITS ACCORDED TO CHILD CARE PROFESSIONALS



Salaries - Most child care professionals do not earn salaries which support a basic standard of living, especially in Northern California.

Benefits - While increasing numbers of child care professionals receive some type of health coverage, many do not. With the ever escalating cost of health insurance and medical costs, caregivers cannot afford insurance or to be without such coverage.

Turnover - The turnover rate in child care programs is fairly high and makes the task of providing consistent, quality care more difficult.

Characteristics - The percentages of child care professionals under the age of 29, who have traditionally constituted a significant segment of the workforce, are declining. Similarly, the percentages of males in child care, while always small in number, continue to decline. As a result of these problems, numbers of child care centers are experiencing difficulty in recruiting needed staff.

Of particular note, given the above data, is the number of individuals who continue to work in child care despite current working conditions. The dedication of such people vividly illustrates the intangible benefits that child care workers reap through their work with young children. These rewards, however, do not provide the justification to ignor the above problems.

RECOMMENDATIONS FOR ACTION

Parents, employers and other concerned individuals can take a variety of actions which will help to improve the salaries, benefits and working conditions of child care professionals. This list is not intended to be all inclusive, but rather suggestions which might led to further action.

Parents

-Provide recognition for the child care workers in your child's center

-If the working conditions within your child's center are poor, encourage healthy changes

-Support your child's center's fundraising activities and efforts to improve working conditions for staff

Employers

-Require that organizations providing child care services to your employees develop and implement policies which support child care professionals

All Concerned Individuals

-Become informed on the issue of child care worker compensation and share such information with others (ie., service organizations)

-Write letters to the editors of local newspapers encouraging their coverage of the issues

-Contact legislators and other policy makers and ask that they consider child care worker compensation when promulgating bills or developing policies

A STUDY OF CHILD CARE PROFESSIONALS' SALARIES, BENEFITS AND WORKING CONDITIONS was coordinated by the COMMUNITY CHILD CARE COUNCIL OF SONOMA COUNTY (4Cs)

Gary J. Kinley, Ed.D.
Executive Director and Principle Researcher

Carrie Anabo and Carol Whited
Research Assistants

with the assistance of the following Child Care Resource and Referral Program staff

Kim Olds Olson
Rural Communities Child Care, Lake County

Susan Sanders
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Roseanne Rios
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This study was funded in part by the Pacific Gateway Association for the Education of Young Children (PGAEYC)

A STUDY OF CHILD CARE PROFESSIONALS' SALARIES, BENEFITS AND WORKING CONDITIONS IN MARIN COUNTY

INTRODUCTION

Child care, It's a fact of daily living for countless American families. Yet while demand for services is at an all time high, increasing numbers of qualified child care workers are leaving the profession to seek other employment. Toward a better understanding of this phenomenon, an examination of the salaries, benefits, and working conditions of child care professionals in Marin County was conducted. The results of that study follow.

METHODOLOGY

Utilizing an instrument developed by the Child Care Employee Project of Berkeley, California, staff of Project Care for Children contacted a random sampling of child care centers throughout the county during the Spring of 1989. The centers sampled operated under a variety of auspices including non-profit (without subsidized child care spaces), proprietary, public, and subsidized organizations. The survey instrument sought information on staff positions, demographics, compensation and benefits, and turnover. All data collected was forwarded to the Community Child Care Council of Sonoma County (4Cs) for analysis and presentation. A breakdown by the type of center contacted and the number of staff by position is shown in Table 1.

THE FINDINGS

Who works in child care centers?

Child care programs were staffed primarily by women. In fact, the percentage of males working in child care centers was 6%. The age range of caregivers was more evenly divided with 9% under 20 years,

TABLE 1
CENTERS SURVEYED BY CATEGORY, NUMBER, AND STAFF

Type of Center	Centers Surveyed	Assistant Teachers	Teachers	Teacher/ Directors	Directors
NP/NS*	14	51	88	5	10
Subsidized	5	26	24	16	5
Proprietary	4	17	14	4	1
Public	8	36	58	4	7
TOTAL	31	130	184	29	23

*Non-profit/Non-subsidized

25% between 20 and 24, 20% between 25 and 29, 22% between 30 and 39, 14% between 40 and 49, and 10% over 50.

What do child care workers earn?

The hourly wages paid to child care workers are shown in Table 2. Specifically, the Table indicates the ranges of salaries accorded to entry level employees by position, as well as the lowest average starting wages. Table 2 also indicates the lowest average wages current staff earn and the highest average wages paid to staff, again by position.

The information depicted below was collected during the Spring of 1989. These are not recommended wages by merely a depiction of wages currently paid. "It is hoped that programs paying less than the highest average will strive to pay at least that rate. For those paying this rate or more...commendation is given.... Continued efforts are sorely needed to improve the pay, benefits and working conditions of all child care workers." (Davis, 1989)

What types of benefits are provided to child-care workers?

The survey sought information on a variety of benefits

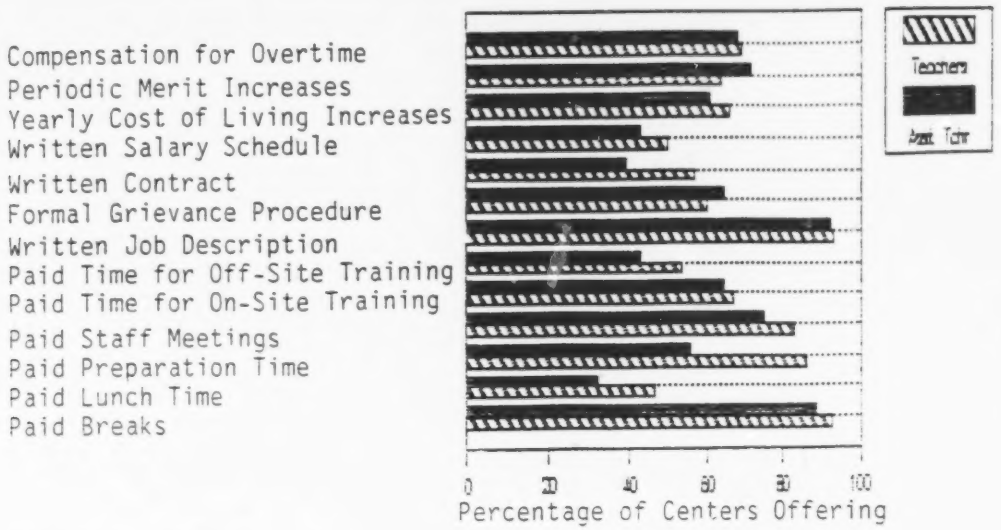
TABLE 2
COMPARISON OF CURRENTLY PAID WAGES AND STARTING WAGES

POSITION	PROGRAM TYPE	RANGE	AVE. LOW START	AVERAGE LOW	AVERAGE HIGH
Assistant Teachers	NP/NS*	5.00- 7.76	5.13	5.67	7.13
	Subsidized	4.35- 8.41	5.87	6.12	6.96
	Proprietary	4.25- 8.00	5.57	5.53	7.03
	Public	4.50-10.00	6.17	5.95	8.16
	Overall Average	4.25-10.00	5.69	7.18	7.18
Teachers	NP/NS*	6.13-18.50	8.47	8.66	10.76
	Subsidized	6.73-11.49	7.51	7.68	9.61
	Proprietary	6.25-14.50	7.59	7.96	11.67
	Public	7.66-10.50	8.72	8.72	13.83
	Overall Average	6.13-18.50	8.07	8.30	10.71
Teacher/ Directors	NP/NS*	10.50-20.00	13.70	10.50	12.75
	Subsidized	10.50-20.00	13.91	9.39	10.79
	Proprietary	8.00-12.00	9.67	10.50	10.37
	Public	10.00-15.00	11.68	11.68	12.34
	Overall Average	8.00-20.00	11.35	10.52	11.59
Directors	NP/NS*	6.95-20.00	12.74	12.32	13.90
	Subsidized	10.50-20.00	13.91	-	15.86
	Proprietary	9.00-17.00	11.67	12.60	17.09
	Public	10.00-23.50	16.75	24.00	24.00
	Overall Average	6.95-23.50	13.33	14.71	15.67

*NP/NS - Non-Profit/Non-subsidized

FIGURE 2

WORKING CONDITIONS FOR CHILD CARE PROFESSIONALS



compensated time included preparation (87%, 56%), staff meetings (83%, 75%), and in-service (67%, 64%).

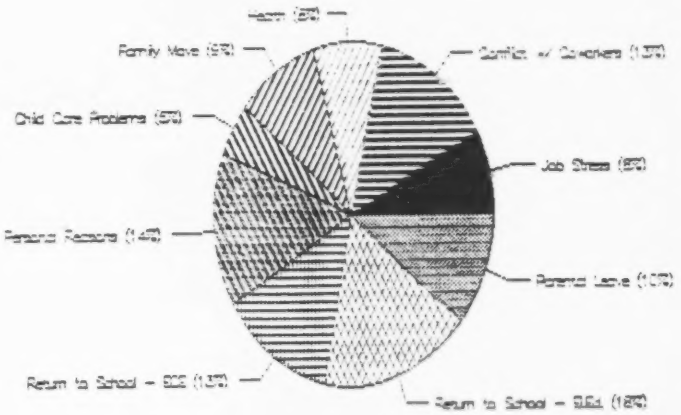
Most centers provided teachers (93%) and assistant teachers (93%) with written job descriptions, cost of living and merit increases (66% & 61%, 63% & 71%), as well as overtime compensation (69%, 68%). Less consistent was the provision of written contracts (57%, 39%) and written salary schedules (50%, 43%).

<u>How frequently do staff leave positions and why?</u>

In the centers sampled, the turnover rate for teachers was 29% and for assistant teachers 42%. Figure 3 shows the reasons for staff turnover. Among those staff who voluntarily left a position, the reasons most frequently given included "conflict with coworkers" (13%), "other personal reasons" (14%), "return to school in early childhood education" (13%), and "return to school in elementary education" (12%).

FIGURE 3

REASONS FOR RESIGNATION



SUMMARY

The information presented above graphically depicts the status of child care professionals with regard to salaries, benefits, working conditions, and turnover. Of particular concern are four areas which must be addressed if the field of child care is to attract and retain qualified professionals and meet the increasing demand for services.

ranging from sick and vacation leaves to retirement and life insurance. Figure 1 shows the specific benefits and percentages of centers which offer the same to teachers and assistant teachers. The Figure does not indicate the amount of benefit provided (ie., the number of vacation days), but rather the existence of a particular benefit.

In approximately 73% of centers surveyed health coverage was available to teachers, 50% provided coverage for assistant teachers. The contribution by the center toward the cost of such coverage range from none to full payment for the employee and her/his dependents. Only 41% of centers provided dental coverage to teachers, while 44% provided the same to assistant teachers.

Ninety percent of centers provided sick leave to their teachers (66% for assistant teachers) while 70% provided some type of vacation (45% for assistants). The number of days set aside for vacation leave ranged from 0 to 24 days for teachers and assistant teachers.

Interestingly, 79% of centers provided reduced child care fees for teachers and 68% for assistant teachers.

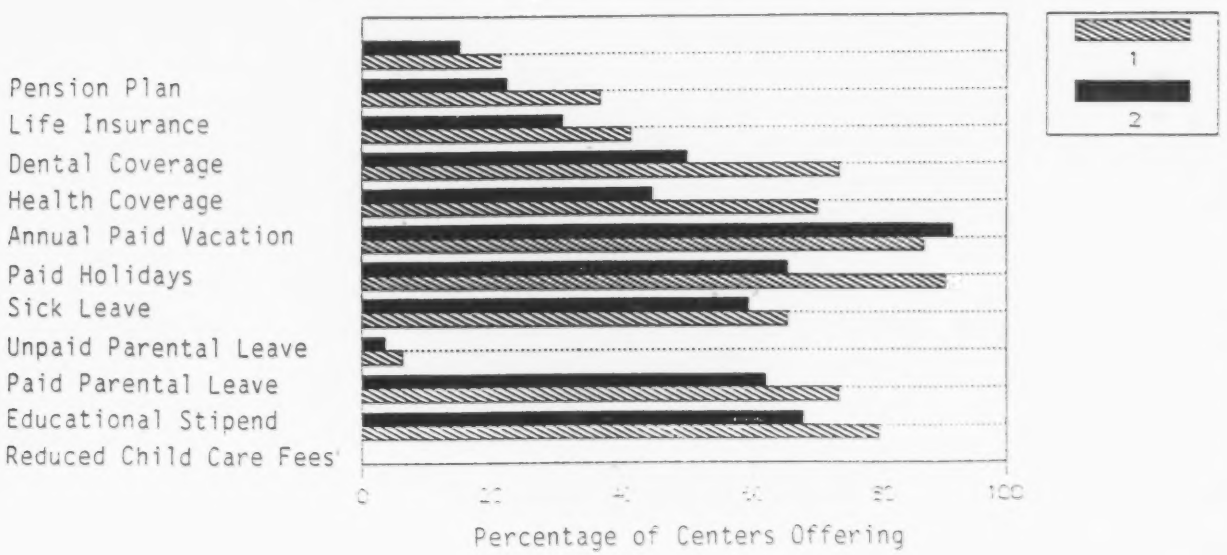
What are the working conditions for child care workers?

For the purposes of this study, "working conditions" were defined as factors which facilitated job performance. Among the factors examined were breaks, lunches, job descriptions, and contracts. Figure 2 shows the percentages of centers which offered such working conditions to staff.

The majority of centers (93% for teachers, 89% for assistant teachers) provided paid breaks to staff which is not surprising given State requirements for the same. Few centers (47% for teachers, 32% for assistant teachers), on the other hand, offered paid lunches for staff. Other

FIGURE 1

BENEFITS ACCORDED TO CHILD CARE PROFESSIONALS



Salaries - Most child care professionals do not earn salaries which support a basic standard of living, especially in Northern California.

Benefits - While increasing numbers of child care professionals receive some type of health coverage, many do not. With the ever escalating cost of health insurance and medical costs, caregivers cannot afford insurance or to be without such coverage.

Turnover - The turnover rate in child care programs is fairly high and makes the task of providing consistent, quality care more difficult.

Characteristics - The percentages of child care professionals under the age of 29, who have traditionally constituted a significant segment of the workforce, are declining. Similarly, the percentages of males in child care, while always small in number, continue to decline. As a result of these problems, numbers of child care centers are experiencing difficulty in recruiting needed staff.

Of particular note, given the above data, is the number of individuals who continue to work in child care despite current working conditions. The dedication of such people vividly illustrates the intangible benefits that child care workers reap through their work with young children. These rewards, however, do not provide the justification to ignor the above problems.

RECOMMENDATIONS FOR ACTION

Parents, employers and other concerned individuals can take a variety of actions which will help to improve the salaries, benefits and working conditions of child care professionals. This list is not intended to be all inclusive, but rather suggestions which might led to further action.

Parents

-Provide recognition for the child care workers in your child's center

-If the working conditions within your child's center are poor, encourage healthy changes

-Support your child's center's fundraising activities and efforts to improve working conditions for staff

Employers

-Require that organizations providing child care services to your employees develop and implement policies which support child care professionals

All Concerned Individuals

-Become informed on the issue of child care worker compensation and share such information with others (ie., service organizations)

-Write letters to the editors of local newspapers encouraging their coverage of the issues

-Contact legislators and other policy makers and ask that they consider child care worker compensation when promulgating bills or developing policies

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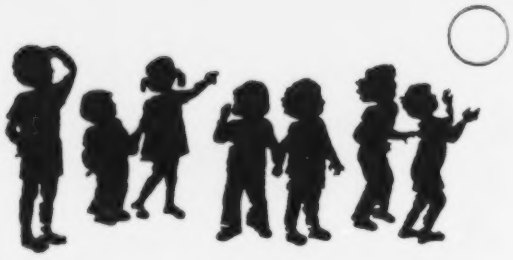

A STUDY OF CHILD CARE PROFESSIONALS' SALARIES, BENEFITS, AND WORKING CONDITIONS IN MENDOCINO COUNTY

INTRODUCTION

Child care, It's a fact of daily living for countless American families. Yet while demand for services is at an all time high, increasing numbers of qualified child care workers are leaving the profession to seek other employment. Toward a better understanding of this phenomenon, an examination of the salaries, benefits, and working conditions of child care professionals in Mendocino County was conducted. The results of that study follow.

METHODOLOGY

Utilizing an instrument developed by the Child Care Employee Project of Berkeley, California, staff of Rural Communities Child Care contacted a random sampling of child care centers throughout the county during the Spring of 1989. The centers sampled operated under a variety of auspices including non-profit (without subsidized child care spaces), proprietary, public, and subsidized organizations. The survey instrument sought information on staff positions, demographics, compensation and benefits, and turnover. All data collected was forwarded to the Community Child Care Council of Sonoma County (4Cs) for analysis and presentation. A breakdown by the type of center contacted and the number of staff by position is shown in Table 1.

THE FINDINGS

Who works in child care centers?

Child care programs were staffed primarily by women. In fact, the percentage of males working in child care centers was less than 10%. The age range of caregivers was more

TABLE 1
CENTERS SURVEYED BY CATEGORY, NUMBER, AND STAFF

Type of Center	Centers Surveyed	Assistant Teachers	Teachers	Teacher/ Directors	Directors
NP/NS*	5	16	16	3	4
Subsidized	1	2	2	-	1
Proprietary	9	7	25	8	4
Public	6	3	6	4	3
TOTAL	21	28	49	15	12

*Non-profit/Non-subsidized

evenly divided with 5% under 20 years, 19% between 20 and 24, 20% between 25 and 29, 33% between 30 and 39, 20% between 40 and 49, and 4% over 50.

What do child care workers earn?

The hourly wages paid to child care workers are shown in Table 2. Specifically, the Table indicates the ranges of salaries accorded to entry level employees by position, as well as the lowest average starting wages. Table 2 also indicates the lowest average wages current staff earn and the highest average wages paid to staff, again by position.

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What types of benefits are provided to child care workers?

The survey sought information on a variety of benefits

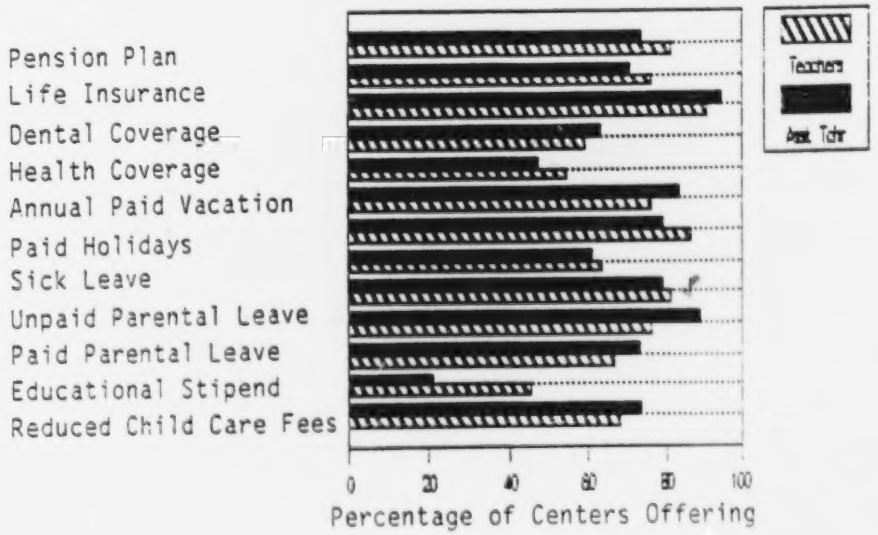
TABLE 2
COMPARISON OF CURRENTLY PAID WAGES AND STARTING WAGES

POSITION	PROGRAM TYPE	RANGE	AVE. LOW START	AVERAGE LOW	AVERAGE HIGH
Assistant Teachers	NP/NS*	4.25- 5.00	4.50	4.83	5.33
	Subsidized	4.75- 6.96	5.86	5.75	6.57
	Proprietary	4.25- 6.00	4.64	4.70	5.33
	Public	5.00- 7.00	6.41	6.75	10.00
	Overall Average	4.25- 7.00	5.22	5.17	6.03
Teachers	NP/NS*	4.39-10.00	5.10	4.66	7.31
	Subsidized	6.26- 8.69	6.56	7.46	10.23
	Proprietary	4.25-12.00	5.63	5.82	6.62
	Public	6.40-20.00	9.80	8.00	20.00
	Overall Average	4.25-20.00	6.27	6.22	8.15
Teacher/ Directors	NP/NS*	6.00-10.00	6.33	6.96	7.99
	Subsidized	13.00-16.00	13.00	13.00	16.00
	Proprietary	6.00-10.00	7.17	7.69	8.29
	Public	12.00-15.00	12.00	-	-
	Overall Average	6.00-16.00	7.85	8.45	8.91
Directors	NP/NS*	6.00-10.00	6.53	8.05	8.69
	Subsidized	9.47	9.47	10.82	10.82
	Proprietary	6.50-12.98	8.14	9.78	10.47
	Public	-	-	-	-
	Overall Average	6.00-12.98	7.79	9.64	10.07

*NP/NS - Non-Profit/Non-subsidized

FIGURE 2

WORKING CONDITIONS FOR CHILD CARE PROFESSIONALS



preparation (67%, 73%), staff meetings (76%, 89%), and in-service (81%, 79%).

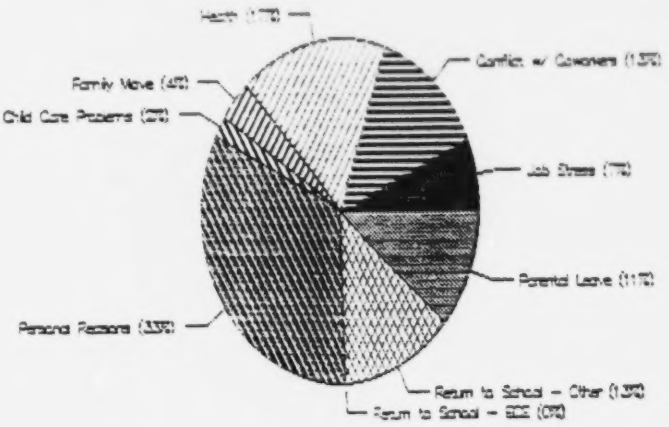
Most centers provided teachers (86%) and assistant teachers (79%) with written job descriptions, written salary schedules (59%, 63%), cost of living and merit increases (91% & 95%, 76% & 71%), as well as overtime compensation (81%, 74%). Less consistent was the provision of written contracts (55%, 47%).

How frequently do staff leave positions and why?

In the centers sampled, the turnover rate for teachers was 22% and for assistant teachers 31%. Figure 3 shows the reasons for staff turnover. Among those staff who voluntarily left a position, the reasons most frequently given included "conflict with coworkers" (13%), "other personal reasons" (33%), "health" (17%), and "return to school" (13%).

FIGURE 3

REASONS FOR RESIGNATION



SUMMARY

The information presented above graphically depicts the status of child care professionals with regard to salaries, benefits, working conditions, and turnover. Of particular concern are four areas which must be addressed if the field of child care is to attract and retain qualified professionals and meet the increasing demand for services.

ranging from sick and vacation leaves to retirement and life insurance. Figure 1 shows the specific benefits and percentages of centers which offer the same to teachers and assistant teachers. The Figure does not indicate the amount of benefit provided (ie., the number of vacation days), but rather the existence of a particular benefit.

In approximately 71% of centers surveyed health coverage was available to teachers, 47% provided doverage for assistant teachers. The contribution by the center toward the cost of such coverage range from none to full payment for the employee and her/his dependents. Only 52% of centers provided dental coverage to teachers, while 41% provided the same to assistant teachers.

Seventy-seven percent of centers provided sick leave to their teachers (63% for assistant teachers) while 78% provided some type of vacation (65% for assistants). The number of days set aside for vacation leave ranged from 0 to 27 days for teachers and 0 to 21 days for assistant teachers.

Interestingly, 52% of centers provided reduced child care fees for teachers and 33% for assistant teachers.

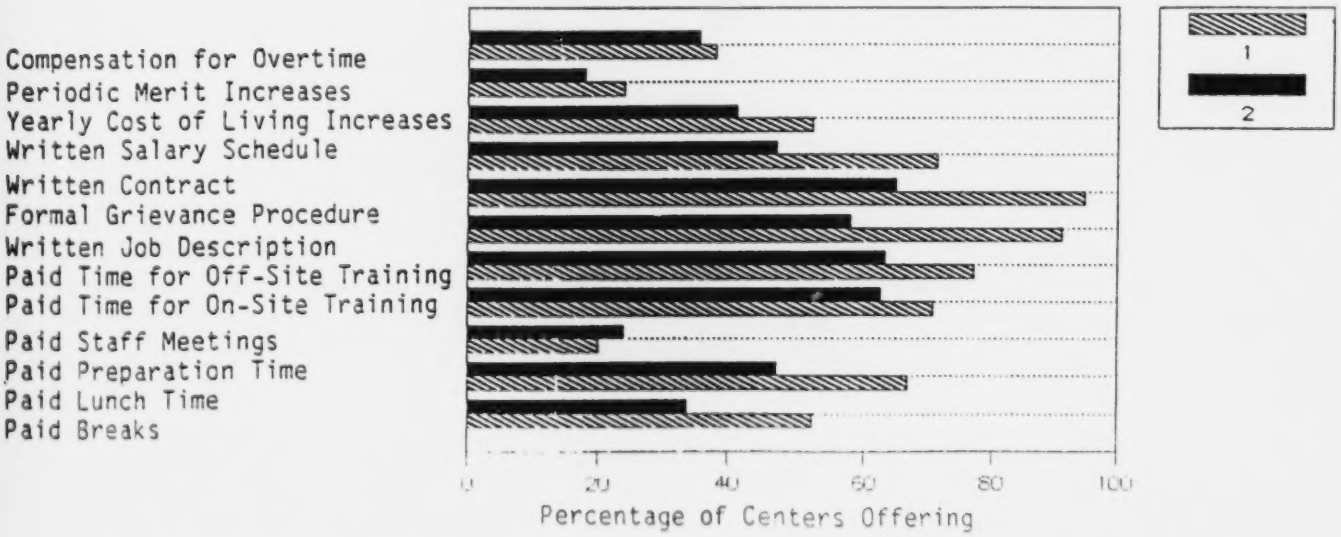
<u>What are the working conditions for child care workers?</u>

For the purposes of this study, "working conditions" were defined as factors which facilitated job performance. Among the factors examined were breaks, lunches, job descriptions, and contracts. Figure 2 shows the percentages of centers which offered such working conditions to staff.

The majority of centers (68% for teachers, 74% for assistant teachers) provided paid breaks to staff which is not surprising given State requirements for the same. Few centers (45% for teachers, 21% for assistant teachers), on the other hand, offered paid lunches for staff. Other compensated time included

FIGURE 1

BENEFITS ACCORDED TO CHILD CARE PROFESSIONALS



Salaries - Most child care professionals do not earn salaries which support a basic standard of living, especially in Northern California.

Benefits - While increasing numbers of child care professionals receive some type of health coverage, many do not. With the ever escalating cost of health insurance and medical costs, caregivers cannot afford insurance or to be without such coverage.

Turnover - The turnover rate in child care programs is fairly high and makes the task of providing consistent, quality care more difficult.

Characteristics - The percentages of child care professionals under the age of 29, who have traditionally constituted a significant segment of the workforce, are declining. Similarly, the percentages of males in child care, while always small in number, continue to decline. As a result of these problems, numbers of child care centers are experiencing difficulty in recruiting needed staff.

Of particular note, given the above data, is the number of individuals who continue to work in child care despite current working conditions. The dedication of such people vividly illustrates the intangible benefits that child care workers reap through their work with young children. These rewards, however, do not provide the justification to ignor the above problems.

RECOMMENDATIONS FOR ACTION

Parents, employers and other concerned individuals can take a variety of actions which will help to improve the salaries, benefits and working conditions of child care professionals. This list is not intended to be all inclusive, but rather suggestions which might led to further action.

Parents

-Provide recognition for the child care workers in your child's center

-If the working conditions within your child's center are poor, encourage healthy changes

-Support your child's center's fundraising activities and efforts to improve working conditions for staff

Employers

-Require that organizations providing child care services to your employees develop and implement policies which support child care professionals

All Concerned Individuals

-Become informed on the issue of child care worker compensation and share such information with others (ie., service organizations)

-Write letters to the editors of local newspapers encouraging their coverage of the issues

-Contact legislators and other policy makers and ask that they consider child care worker compensation when promulgating bills or developing policies

A STUDY OF CHILD CARE PROFESSIONALS' SALARIES, BENEFITS AND WORKING CONDITIONS
was coordinated by the
COMMUNITY CHILD CARE COUNCIL
OF SONOMA COUNTY (4Cs)

Gary J. Kinley, Ed.D.
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This study was funded in part by the Pacific Gateway Association for the Education of Young Children (PGAEYC)

A STUDY OF CHILD CARE PROFESSIONALS' SALARIES, BENEFITS AND WORKING CONDITIONS IN NAPA COUNTY

INTRODUCTION

Child care, It's a fact of daily living for countless American families. Yet while demand for services is at an all time high, increasing numbers of qualified child care workers are leaving the profession to seek other employment. Toward a better understanding of this phenomenon, an examination of the salaries, benefits, and working conditions of child care professionals in Napa County was conducted. The results of that study follow.

METHODOLOGY

Utilizing an instrument developed by the Child Care Employee Project of Berkeley, California, staff of Community Resources for Children contacted a random sampling of child care centers throughout the county during the Spring of 1989. The centers sampled operated under a variety of auspices including non-profit (without subsidized child care spaces), proprietary, public, and subsidized organizations. The survey instrument sought information on staff positions, demographics, compensation and benefits, and turnover. All data collected was forwarded to the Community Child Care Council of Sonoma County (4Cs) for analysis and presentation. A breakdown by the type of center contacted and the number of staff by position is shown in Table 1.

THE FINDINGS

Who works in child care centers?

Child care programs were staffed primarily by women. In fact, the percentage of males working in child care centers was less than 1%. The age range of caregivers was more

TABLE 1
CENTERS SURVEYED BY CATEGORY, NUMBER, AND STAFF

Type of Center	Centers Surveyed	Assistant Teachers	Teachers	Teacher/ Directors	Directors
NP/NS*	4	4	11	4	4
Subsidized	3	11	13	1	2
Proprietary	11	13	44	11	9
Public	4	20	18	8	3
TOTAL	22	48	86	24	18

*Non-profit/Non-subsidized

evenly divided with 3% under 20 years, 10% between 20 and 24, 9% between 25 and 29, 23% between 30 and 39, 30% between 40 and 49, and 12% over 50.

What do child care workers earn?

The hourly wages paid to child care workers are shown in Table 2. Specifically, the Table indicates the ranges of salaries accorded to entry level employees by position, as well as the lowest average starting wages. Table 2 also indicates the lowest average wages current staff earn and the highest average wages paid to staff, again by position.

The information depicted below was collected during the Spring of 1989. These are not recommended wages by merely a depiction of wages currently paid. "It is hoped that programs paying less than the highest average will strive to pay at least that rate. For those paying this rate or more...commendation is given.... Continued efforts are sorely needed to improve the pay, benefits and working conditions of all child care workers." (Davis, 1989)

What types of benefits are provided to child care workers?

The survey sought information on a variety of benefits

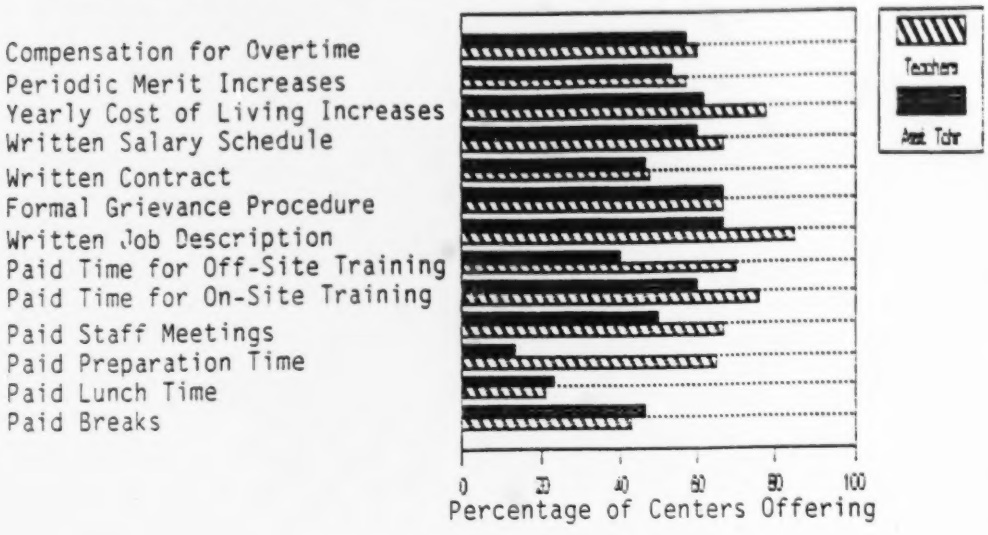
TABLE 2
COMPARISON OF CURRENTLY PAID WAGES AND STARTING WAGES

POSITION	PROGRAM TYPE	RANGE	AVE. LOW START	AVERAGE LOW	AVERAGE HIGH
Assistant Teachers	NP/NS*	4.25- 6.00	4.81	5.10	6.00
	Subsidized	6.34	6.34	6.68	6.68
	Proprietary	5.00- 7.00	5.00	5.17	5.96
	Public	5.90- 6.50	6.20	7.21	7.57
	Overall Average	4.25- 7.00	5.32	5.78	6.30
Teachers	NP/NS*	5.00-12.00	6.30	6.71	7.88
	Subsidized	8.32	8.32	8.76	8.76
	Proprietary	5.00- 7.00	5.69	6.34	7.84
	Public	7.15- 9.00	7.73	8.33	11.86
	Overall Average	5.00-12.00	6.50	7.07	8.78
Teacher/ Directors	NP/NS*	8.00-12.50	9.53	10.00	10.00
	Subsidized	-	-	-	-
	Proprietary	6.00- 9.00	7.00	7.83	7.93
	Public	7.15-10.50	7.93	8.10	9.39
	Overall Average	6.00-12.50	7.94	8.26	8.73
Directors	NP/NS*	7.00-12.50	9.19	10.24	9.23
	Subsidized	9.18	9.18	9.67	9.67
	Proprietary	7.00- 8.50	7.62	7.25	10.17
	Public	7.15-10.55	8.44	11.60	11.60
	Overall Average	7.00-12.50	8.49	9.17	9.50

*NP/NS - Non-Profit/Non-subsidized

FIGURE 2

WORKING CONDITIONS FOR CHILD CARE PROFESSIONALS



compensated time included preparation (65%, 13%), staff meetings (67%, 50%), and in-service (76%, 60%).

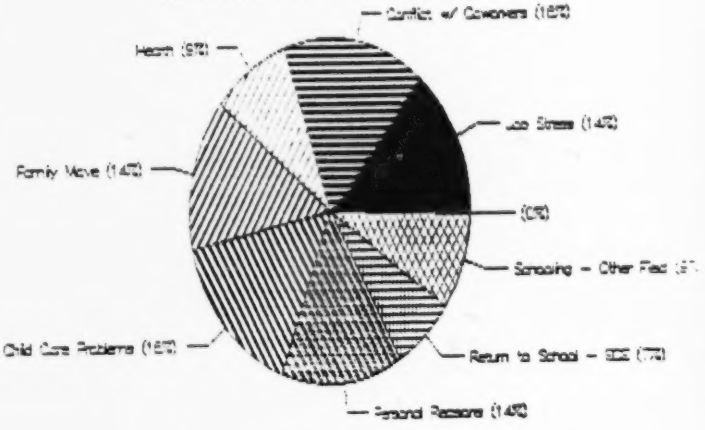
Most centers provided teachers (85%) and assistant teachers (67%) with written job descriptions, written salary schedules (67%, 60%), cost of living and merit increases (78% & 62%, 57% & 53%), as well as overtime compensation (60%, 57%). Less consistent was the provision of written contracts (48%, 47%).

<u>How frequently do staff leave positions and why?</u>

In the centers sampled, the turnover rate for teachers was 33% and for assistant teachers 46%. Figure 3 shows the reasons for staff turnover. Among those staff who voluntarily left a position, the reasons most frequently given included "job too stressful" (14%), "Conflict with coworkers" (16%), "family move" (14%), "problems with child care" (16%), and "other personal reasons" (14%)

FIGURE 3

REASONS FOR RESIGNATION



SUMMARY

The information presented above graphically depicts the status of child care professionals with regard to salaries, benefits, working conditions, and turnover. Of particular concern are four areas which must be addressed if the field of child care is to attract and retain qualified professionals and meet the increasing demand for services.

ranging from sick and vacation leaves to retirement and life insurance. Figure 1 shows the specific benefits and percentages of centers which offer the same to teachers and assistant teachers. The Figure does not indicate the amount of benefit provided (ie., the number of vacation days), but rather the existence of a particular benefit.

In approximately 57% of centers surveyed health coverage was available to teachers and assistant teachers. The contribution by the center toward the cost of such coverage range from none to full payment for the employee and her/his dependents. Only 48% of centers provided dental coverage to teachers, while 50% provided the same to assistant teachers.

Eighty-six percent of centers provided sick leave to their teachers (75% for assistant teachers) while 43% provided some type of vacation (44% for assistants). The number of days set aside for vacation leave ranged from 0 to 25 days for teachers and 0 to 21 days for assistant teachers.

Interestingly, 52% of centers provided reduced child care fees for teachers and 27% for assistant teachers.

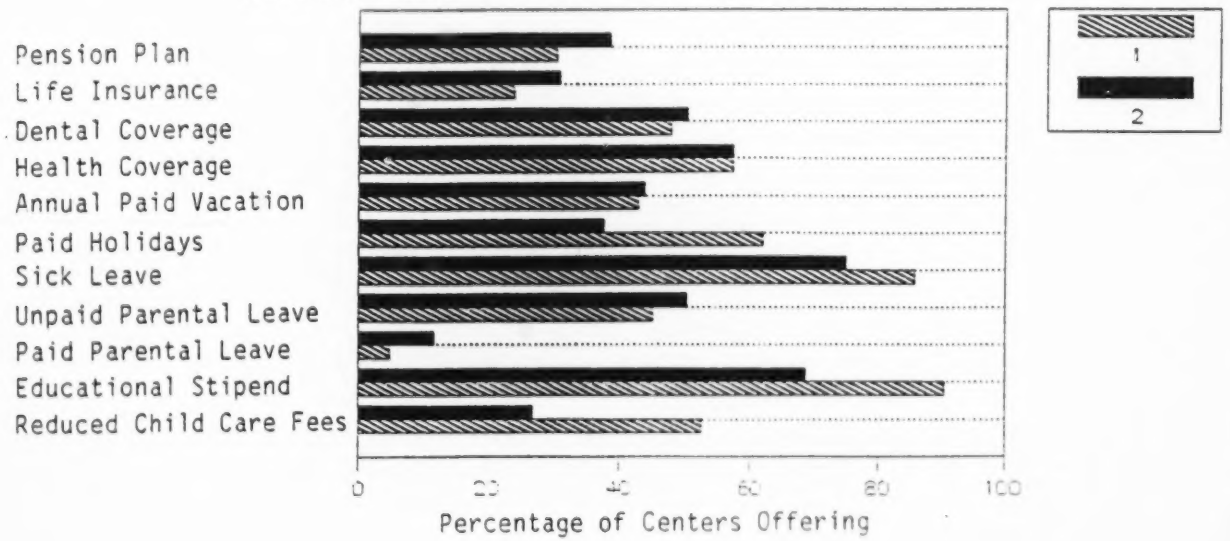
What are the working conditions for child care workers?

For the purposes of this study, "working conditions" were defined as factors which facilitated job performance. Among the factors examined were breaks, lunches, job descriptions, and contracts. Figure 2 shows the percentages of centers which offered such working conditions to staff.

The majority of centers (43% for teachers, 47% for assistant teachers) provided paid breaks to staff which is not surprising given State requirements for the same. Few centers (21% for teachers, 23% for assistant teachers), on the other hand, offered paid lunches for staff. Other

FIGURE 1

BENEFITS ACCORDED TO CHILD CARE PROFESSIONALS



Salaries - Most child care professionals do not earn salaries which support a basic standard of living, especially in Northern California.

Benefits - While increasing numbers of child care professionals receive some type of health coverage, many do not. With the ever escalating cost of health insurance and medical costs, caregivers cannot afford insurance or to be without such coverage.

Turnover - The turnover rate in child care programs is fairly high and makes the task of providing consistent, quality care more difficult.

Characteristics - The percentages of child care professionals under the age of 29, who have traditionally constituted a significant segment of the workforce, are declining. Similarly, the percentages of males in child care, while always small in number, continue to decline. As a result of these problems, numbers of child care centers are experiencing difficulty in recruiting needed staff.

Of particular note, given the above data, is the number of individuals who continue to work in child care despite current working conditions. The dedication of such people vividly illustrates the intangible benefits that child care workers reap through their work with young children. These rewards, however, do not provide the justification to ignor the above problems.

RECOMMENDATIONS FOR ACTION

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-If the working conditions within your child's center are poor, encourage healthy changes

-Support your child's center's fundraising activities and efforts to improve working conditions for staff

Employers

-Require that organizations providing child care services to your employees develop and implement policies which support child care professionals

All Concerned Individuals

-Become informed on the issue of child care worker compensation and share such information with others (ie., service organizations)

-Write letters to the editors of local newspapers encouraging their coverage of the issues

-Contact legislators and other policy makers and ask that they consider child care worker compensation when promulgating bills or developing policies

A STUDY OF CHILD CARE PROFESSIONALS' SALARIES, BENEFITS AND WORKING CONDITIONS
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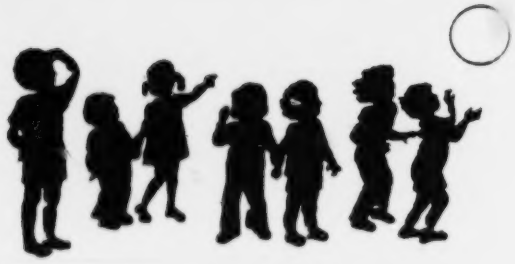


A STUDY OF CHILD CARE PROFESSIONALS' SALARIES, BENEFITS, AND WORKING CONDITIONS IN SONOMA COUNTY

INTRODUCTION

Child care. It's a fact of daily living for countless American families. Yet while demand for services is at an all time high, increasing numbers of qualified child care workers are leaving the profession to seek other employment. Toward a better understanding of this phenomenon, an examination of the salaries, benefits, and working conditions of child care professionals in Sonoma County was conducted. The results of that study follow.

METHODOLOGY

Utilizing an instrument developed by the Child Care Employee Project of Berkeley, California, staff of the Community Child Care Council of Sonoma County (4Cs) contacted a random sampling of child care centers throughout the county during the Spring of 1989. The centers sampled operated under a variety of auspices including non-profit (without subsidized child care spaces), proprietary, public, and subsidized organizations. The survey instrument sought information on staff positions, demographics, compensation and benefits, and turnover. The data was analyzed and prepared for presentation by 4Cs. A breakdown by the type of center contacted and the number of staff by position is shown in Table 1.

THE FINDINGS

Who works in child care centers?

Child care programs were staffed primarily by women. In fact, the percentage of males working in child care centers was less than 3%. The age range of caregivers was more evenly divided with 13% under 20 years, 23% between 20 and 24, 12% between 25 and 29, 29% between 30 and 39, 17% between

TABLE 1
CENTERS SURVEYED BY CATEGORY, NUMBER, AND STAFF

Type of Center	Centers Surveyed	Assistant Teachers	Teachers	Teacher/ Directors	Directors
NP/NS*	7	5	22	5	5
Subsidized	3	5	17	10	5
Proprietary	10	19	37	7	8
Public	3	25	14	5	7
TOTAL	22	54	90	27	25

*Non-profit/Non-subsidized

40 and 49, and 5% over 50.

What do child care workers earn?

The hourly wages paid to child care workers are shown in Table 2. Specifically, the Table indicates the ranges of salaries accorded to entry level employees by position, as well as the lowest average starting wages. Table 2 also indicates the lowest average wages current staff earn and the highest average wages paid to staff, again by position.

The information depicted below was collected during the Spring of 1989. These are not recommended wages by merely a depiction of wages currently paid. "It is hoped that programs paying less than the highest average will strive to pay at least that rate. For those paying this rate or more...commendation is given.... Continued efforts are sorely needed to improve the pay, benefits and working conditions of all child care workers." (Davis, 1989)

What types of benefits are provided to child care workers?

The survey sought information on a variety of benefits ranging from sick and vacation

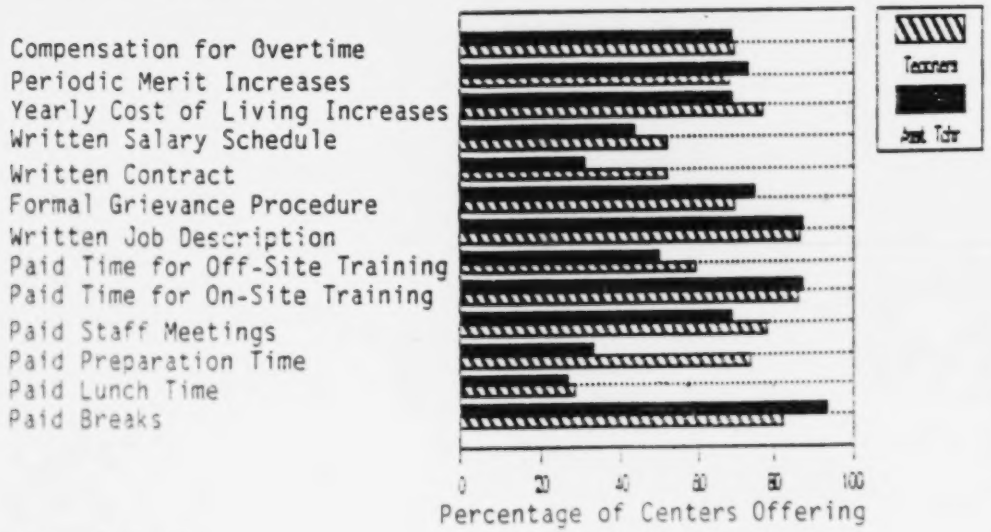
TABLE 2
COMPARISON OF CURRENTLY PAID WAGES AND STARTING WAGES

POSITION	PROGRAM TYPE	RANGE	AVE. LOW START	AVERAGE LOW	AVERAGE HIGH
Assistant Teachers	NP/NS*	4.50- 5.00	4.75	4.88	5.50
	Subsidized	4.50- 5.50	4.96	4.95	5.86
	Proprietary	3.00- 8.50	4.94	5.16	5.04
	Public	4.35- 7.56	5.39	5.59	7.29
	Overall Average	3.00- 8.50	5.07	5.19	5.87
Teachers	NP/NS*	5.00-17.02	8.95	7.58	8.90
	Subsidized	6.21- 7.00	6.34	6.34	7.15
	Proprietary	5.00-12.00	5.73	6.06	6.94
	Public	6.00-10.78	7.37	8.50	10.48
	Overall Average	5.00-17.02	6.93	6.92	8.11
Teacher/ Directors	NP/NS*	8.00-17.02	12.67	13.21	13.21
	Subsidized	7.52	7.52	7.52	8.35
	Proprietary	5.25- 9.00	6.04	6.70	6.90
	Public	6.94-13.09	9.98	11.44	11.68
	Overall Average	5.25-17.02	8.71	9.42	9.68
Directors	NP/NS*	7.00-13.00	8.50	9.97	9.97
	Subsidized	8.00-16.10	13.50	13.55	14.67
	Proprietary	6.82-15.00	7.79	10.28	10.28
	Public	6.94-16.60	11.01	11.55	11.55
	Overall Average	6.82-16.60	9.67	11.03	11.21

*NP/NS - Non-Profit/Non-subsidized

FIGURE 2

WORKING CONDITIONS FOR CHILD CARE PROFESSIONALS



other hand, offered paid lunches for staff. Other compensated time included preparation (74%, 33%), staff meetings (78%, 69%), and in-service (86%, 88%).

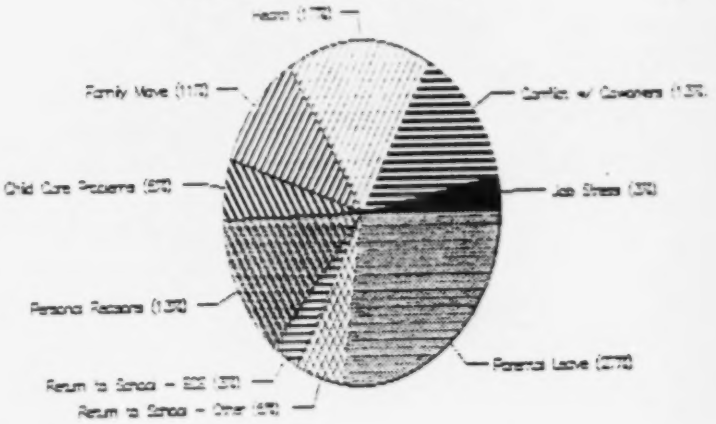
Most centers provided teachers (87%) and assistant teachers (88%) with written job descriptions, cost of living and merit increases (74% & 69%, 65% & 73%), as well as overtime compensation (70%, 69%). Less consistent was the provision of written contracts (52%, 31%) and written salary schedules (52%, 44%).

<u>How frequently do staff leave positions and why?</u>

In the centers sampled, the turnover rate for teachers was 37% and for assistant teachers 30%. Figure 3 shows the reasons for staff turnover. Among those staff who voluntarily left a position, the reasons most frequently given included "conflict with coworkers" (12%), "family move" (11%), "parental leave" (27%), "health" (17%), and "other personal reasons" (13%).

FIGURE 3

REASONS FOR RESIGNATION



SUMMARY

The information presented above graphically depicts the status of child care professionals with regard to salaries, benefits, working conditions, and turnover. Of particular concern are four areas which must be addressed if the field of child care is to attract and retain qualified professionals and meet the increasing demand for services.

leaves to retirement and life insurance. Figure 1 shows the specific benefits and percentages of centers which offer the same to teachers and assistant teachers. The Figure does not indicate the amount of benefit provided (ie., the number of vacation days), but rather the existence of a particular benefit.

In approximately 47% of centers surveyed health coverage was available to teachers, 56% provided coverage for assistant teachers. The contribution by the center toward the cost of such coverage range from none to full payment for the employee and her/his dependents. Only 39% of centers provided dental coverage to teachers, while 38% provided the same to assistant teachers.

Ninety-six percent of centers provided sick leave to their teachers (81% for assistant teachers) while 74% provided some type of vacation (94% for assistants). The number of days set aside for vacation leave ranged from 0 to 24 days for teachers and assistant teachers.

Interestingly, 62% of centers provided reduced child care fees for teachers and 56% for assistant teachers.

What are the working conditions for child care workers?

For the purposes of this study, "working conditions" were defined as factors which facilitated job performance. Among the factors examined were breaks, lunches, job descriptions, and contracts. Figure 2 shows the percentages of centers which offered such working conditions to staff.

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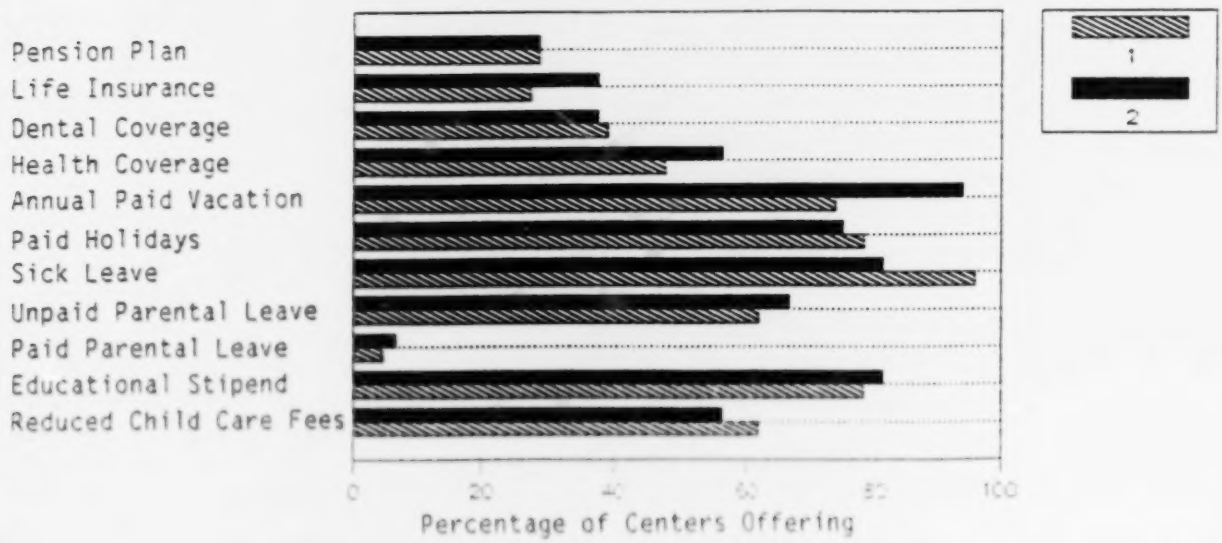

Salaries - Most child care professionals do not earn salaries which support a basic standard of living, especially in Northern California.

Benefits - While increasing numbers of child care professionals receive some type of health coverage, many do not. With the ever escalating cost of health insurance and medical costs, caregivers cannot afford insurance or to be without such coverage.

Turnover - The turnover rate in child care programs is fairly high and makes the task of providing consistent, quality care more difficult.

Characteristics - The percentages of child care professionals under the age of 29, who have traditionally constituted a significant segment of the workforce, are declining. Similarly, the percentages of males in child care, while always small in number, continue to decline. As a result of these problems, numbers of child care centers are experiencing difficulty in recruiting needed staff.

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